Associate Director-Real World Evidence

Job ID
REQ-10067097

11月 18, 2025

India

摘要

The Associate Director, Real-World Evidence role focuses on operational execution of Non-Interventional Studies (NIS) and Real-World Evidence (RWE) generation projects to support US Medical Affairs strategic priorities across all priority therapeutic areas. This role leads a team of RWE professionals in Hyderabad, building internal execution capabilities and ensuring high quality timely delivery of RWE studies. The Associate Director will work as part of a unified global team, collaborating closely with colleagues across the US and Ireland to advance evidence generation objectives.
This role supports the evidence generation function with a primary focus on operational excellence in study execution, team development, and quality oversight. The associate director will build the capabilities of the Hyderabad-based team to transition into robust internal execution, supporting Novartis ' s value proposition across US Medical Affairs priority therapeutic areas.
The associate director will collaborate closely with global associates to deliver impactful, scientifically rigorous RWE that supports patient access, clinical decision-making, and addresses knowledge gaps. The role requires strong project management skills, people leadership capabilities, and the ability to work effectively in a matrixed, global environment.

About the Role

Associate Director, Real-World Evidence

Location - Hyderabad #LI Hybrid

Major Responsibilities:

- **Operational Study Execution** - Lead end-to-end execution of RWE studies ensuring adherence to protocols, timelines, and quality standards. Oversee study design implementation, data analysis planning, and deliverable generation.
- **Team Leadership & Development -** manage and mentor approximately 3-5 managers who oversee approximately 12-15 research associates. Build team capabilities through coaching, training, and professional development initiatives.
- **Quality Oversight** - ensure all evidence generation activities meet scientific rigor, regulatory compliance, and internal quality standards. Implement quality control processes, conduct project reviews, and drive continuous improvement in methodologies and outputs.
- **Internal Capability Building** - develop and standardize processes, templates, and methodologies to enhance internal study execution capabilities. Drive the transition to internally executed studies, building institutional knowledge and expertise.
- **Team collaboration -** work closely with colleagues in the US and Ireland as part of a unified team. Also, collaborate with therapeutic area evidence generation associates, RWE associates, and other stakeholders to deliver quality outputs
- **Project & Resource Management -** work closely with managers on the team to prioritize and allocate resources across multiple concurrent projects. Track project timelines, identify risks, and implement mitigation strategies. Ensure efficient utilization of team capabilities and resources
- **Stakeholder Communication** - provide regular project updates to RWE head, evidence generation leadership and stakeholders. Communicate complex analytical findings clearly to diverse audiences. Contribute to strategic planning discussions and evidence generation road maps.
- **Scientific Contribution -** support development of study protocols, lead statistical analysis plans, and research outputs. Review and approve analytical approaches, results interpretation, and study reports to ensure scientific validity**.**

Minimum Requirements:

- **Minimum:** Bachelor ' s degree (or equivalent) in life sciences, public health, epidemiology, biostatistics
- Master ' s, PhD or advanced degree in related field is preferred

Preferred Requirements:

- 8+ years in the pharmaceutical, healthcare, or research sectors with significant experience in real-world evidence or a similar area

- 3-5 years of People management experience, including managing managers or leading teams of analytical professionals
- Demonstrated track record of successfully delivering complex studies from design through completion
- Experience working in global matrixed organizations and collaborating across geographies and cultures
- Proven ability to manage multiple projects simultaneously while maintaining quality and meeting deadlines

Technical Knowledge requirements

- Demonstrated working knowledge of RWE methodologies, including observational study designs, comparative effectiveness research, and outcomes research
- Excellent understanding of data sources commonly used in RWE (e.g., electronic health records, claims databases, registries, patient reported outcomes)
- Expertise in statistical concepts and analytical approaches used in RWE studies and ability to guide teams and ensure quality through deep technical expertise
- Solid understanding of regulatory and ethical considerations in RWE generation
- Strong project management skills with demonstrated ability to develop timelines, track milestones, and manage resources

Leadership and Organizational Behaviors

- **Team leadership & people development**- ability to inspire, motivate, and develop diverse teams. Creates an inclusive environment where team members can grow and excel. Provides effective feedback, coaching, and mentorship. Build team capabilities and foster collaboration.
- **Operational excellence** - demonstrates strong project management and execution capabilities. Ability to manage multiple priorities, drive accountability, and deliver results on time. Implements efficient processes and drives continuous improvement.
- **Collaborative approach**- works effectively across geographies, builds productive relationships with global colleagues, cross-functional partners, and stakeholders. Navigates matrix environments successfully and influences without authority.
- **Problem-solving & adaptability**- actively identifies and addresses challenges. Demonstrates resourcefulness in finding solutions and adapting to changing priorities. Comfortable with ambiguity and able to adjust quickly to evolving business needs.
- **Quality and scientific rigor**- maintains high standards for scientific quality and integrity. Ensures all work products meet regulatory and compliance requirements. Demonstrates attention to detail while managing broader strategic objectives.
- **Communication & stakeholder management**- communicates clearly and effectively with diverse audiences at various organizational levels. Presents complex information in accessible ways. Manages stakeholder expectations and builds credibility through transparent communication.
- **Results orientation** - demonstrates accountability for outcomes and creates urgency around deliverables. Tracks progress against goals and proactively addresses obstacles. Balances speed with quality to achieve measurable results.

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India

站点
Hyderabad (Office)

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IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area
Research & Development

Job Type
Full time

Employment Type
Regular

Shift Work
No

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